

# Idaho Department of Correction

*Integrity \* Positive Attitude \* Respect*



## Strategic Plan FY 2017-2021

### **Governor**

C.L. "Butch" Otter

### **Board of Correction**

Debbie Field, Chairman

Dr. David McClusky, Vice-Chairman

Cindy Wilson, Secretary

### **Director**

Kevin H. Kempf

# Idaho Department of Correction

*Integrity \* Positive Attitude \* Respect*



## **Our Mission**

Protect the public, our staff and those within our custody and supervision through safety, accountability, partnerships, and providing opportunities for offender change.

## **Our Vision**

Our vision is focused on:  
Care and development of staff,  
Sound security practices, and  
A reentry system that enhances public safety.

## **Our Values**

Integrity \* Positive Attitude \* Respect

# Goals and Objectives

FY 2017 - 2021

## Goal 1: Protect the public, staff and offenders

Objectives:

Public

1. Operate prisons using sound security practices.
2. Strengthen community supervision.
3. Create consistent reentry practices throughout the agency and community.
4. Enhance victim services.

Staff

5. Properly train and equip staff to perform their duties.
6. Provide a safe and secure work environment.

Offenders

7. Provide for the safety of offenders through effective policies, procedures, and practices.
8. Fully implement the Prison Rape Elimination Act.
9. Implement restrictive housing reform.

## Goal 2: Enhance staff success and wellness

Objectives:

10. Provide strong and supportive leadership to staff in their professional development and responsibilities.
11. Provide ongoing career development opportunities for all staff.
12. Implement and enhance a staff wellness program.
13. Positively impact workplace culture.

## Goal 3: Modernize our technology

Objectives:

14. Fully develop an offender management system
15. Explore technologies to improve staff efficiency and effectiveness

## **Performance Measures**

**FY 2017**

- Percentage of security audits achieving compliance
  - *Benchmark: Baseline in Development*
- Staff turnover rate
  - *Benchmark: Decrease by 2.5% Annually*
- Average length of stay prior to first parole
  - *Benchmark: Decrease by 1% Annually*
- Percentage of parolees who violate and return to prison
  - *Benchmark: Decrease by 1% Annually*
- Percentage of released retained jurisdiction inmates sentenced to an additional retained jurisdiction sentence or term
  - *Benchmark: Decrease by 1% Annually*
- Percentage of probationers violating probation and sentenced to retained jurisdiction or term
  - *Benchmark: Decrease by 1% Annually*
- Percentage of discharged population (parolees, probationers and incarcerated offenders) who commit a new crime
  - *Benchmark: Decrease by 1% Annually*

## Idaho Department of Correction

*Integrity \* Positive Attitude \* Respect*

### External Factors & Plan Implementation

FY 2017

#### **Make it simple!**

Protecting the public, staff and those under our custody and supervision requires lots of hard work. This plan focuses staff on three key goals. It is designed to be simple, short and useful.

Agency leadership will communicate the new strategic plan. Division and worksite leadership will create actions that support the plan.

#### **External Factors**

The agency received legislative support and funding for a security staff retention plan. Security staff received the initial compensation increase in FY15 and the second phase was fully funded in FY 16. The agency is developing a staff wellness program, receiving feedback from all divisions, and will use the feedback to continue improving retention. Performance measures include tracking the impact of the compensation increase and culture enhancement efforts.

The changes triggered by the Idaho Justice Reinvestment Initiative have been fully implemented. Senate Bill 1357 seeks to strengthen supervision. The changes required significant work and leadership in probation and parole districts statewide. To support and enhance that effort, the agency is adding an objective to develop a reentry system for inmates moving from prisons to communities.

Technology continues to evolve and offer promise for improving and evolving security techniques. The agency will focus efforts on using technology most efficiently to support the agency mission.